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# NORTH AMERICAN SCHOOL OF INTERNET GOVERNANCE

ACCESSIBILITY AND INCLUSION

**2023 North American School of Internet Governance (NASIG)**

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(raw transcript)

## **07 Women pioneers and Inclusion**

>>Naela Sarras: I'm Naela Sarras, I am the Vice President of Stakeholder Engagement for the North America region, so my job is to look after the North America region.

>> We don't like that.

>>Naela Sarras: We don't like that? Ok. Well this is the NASIG. And in that capacity, my team, the global stakeholder engagement team really our job is to work with stakeholders around the world to engage with them on all kinds of policy and engagement issues that within the ICANN realm. And I'm very honored and happy to be here today for today's panel which is titled women pioneers and inclusion is the title of today's panel. I will quickly go through the list of panelists that we have today but also give them a little bit of introduction about themselves. And this panel was kind enough to let me just come up with questions. So they don't have slides which we don't have to have that challenge. I will -- I'll ask them questions and ask them to answer.

So on today's panel, we have -- the first one is Tripti Sinha, right here in the middle. And I'll read from the introduction that is well documented on the NASIG page. So I'll just quickly give a highlight, but please go there because those introductions are well documented there.

Tripti is the assistant vice president and chief technology officer at the University of Maryland in the division of information technology. She leads advanced cyberinfrastructure and Internet global services, ACIGS, and the mid-Atlantic crossroads max. She has over three decades of progressive experience in Internet cyberinfrastructure technologies and so that's her role, but I'm also -- she's also hosting her here as the chair of the ICANN board of directors and has previously served as cochair of ICANN's root server system advisory committee, RSAC. Tripti has also served on other boards if you go look up the bios of our panelists today.

Next we have Katly Kleiman, author, lawyer, programmer, theater security auditor and professor who discovered that ENIAC programmer while at Harvard. Her passion for story led her to award winning documentary called the computers and the book called proving ground which we saw was outside earlier today. After college, Kathy works in data centers, attended Boston University school of law, and cofounded her firm's Internet law and policy group. She later became part of the group that founded ICANN, organization that I work for.

Kathy also cofounded ICANN's noncommercial user constituency or we refer to as the NCUC, right? And founded one of the first Internet law practices. And she served on several other organizations, also that's documented in the ICANN -- on the NASIG page.

And last but not least, Marita was introduced in the last panel. I'll just quickly say Marita is somebody I work very closely with her in her North American regional at large organization. She's also been on the board of SERA, the organization that looks at.CA. Also been part of at large advisory committee of ICANN, and she's very, very active in Internet governance for -- that I work with Marita on.

So that's a quick introduction of our panelists. And as I said, all the panelists were kind enough to let me go through questions so I'll just go through my questions.

And some questions will be directed to the whole panel and some will be only directed to specific panelists because we don't have time to have them answer all the questions but I'm hoping we have time afterwards during the reception to ask more questions of the panelists.

So question No. 1, very simple, please at the time us a little about yourself, what drew you to your line of work, and what keeps you engaged in it.

We'll start from the right, Kathy, go ahead, please.

>>Kathy Kleiman: Is this on? Yes, it is. Terrific.

I started in this area when I was the age of many of the people in this room. And I took a lot of computer science and I got very interested in networking and bringing things together. That was when the Internet was still an educational and research tool. Connected colleges and Universities mostly. And commercial traffic was not allowed on which I know sounds like it was a long time ago but really it wasn't. And so I was fascinated by this network. And I thought you know there are going to be legal issues there and so I went to law school. Of course there were fascinating legal issues. So I went to telecommunications so everything you heard on the last panel is what I spent my first ten years in law doing, was working in front of the U.S. Federal Communications Commission on licensing, radio, and television and satellite and microwave and all sorts of fascinating things, the way we get communications around. But then this Internet thing popped up and there were domain name questions and early domain name disputes came to my desk and I said this is where the action will be. This is where we founded an Internet and policy group in my law firm. Also went to work for.org. Came back to my law firm continued that work and then I decided we needed a lot more leaders in the world like you and I went to law school, this time as a professor and so I teach Internet technology and governance and interelectronic property and try to inspire more people to come into Internet and technology policy like you because we need you.

>> Moderator: Thank you.

Tripti.

>> Thank you. Can you hear me?

>> Moderator: Yes.

>> Tripti: Thank you very much for inviting me to this event. I appreciate it.

So how did I get into this field? Much like Kathy I started off studying computer science, that was my area of focus and always raised strong in the science and math fields and initially thought I was going to be a math major then physics then ended up with computer science and believe it or not this was a long time ago, 30 years ago, intelligence which we're hearing so much about today and neural networks. So I actually worked as an Artificial

Intelligence networks based community but 30 years ago the processors were not where they are today. So you know we programmed at LISP and so forth but any way one thing led to another. Ended up at the University of Maryland. I was a software engineer by training and then got into networking eventually. So systems and as I've told the story before, I started at the, you know, bottom of the stack and then moved up the stack in management, bottom of the technology stack that is. So as I moved -- well no I started as a developer and then moved down the stack into networking and then moved up the stack in management is how I put it. So essentially I worked the entire stack and then came into networking and at the University of Maryland we run one of the DNS root service and that's how I came into ICANN if you want to know how I ended up here but what I do in my day job is I run a very advanced cyberinfrastructure for the Washington Metro region and actually Grace was here earlier talking about the NTIA broadband initiative that directly speaks to one of my core areas that I work in in my day job. So essentially what my focus is is on offering advanced technologies to accelerate science and we also have a research where we do research and my current research focus is on quantum networking and quantum technologies and my third focus is ICANN and governance and policymakers because with any new enabling technology you have an infrastructure of policy that's required how you govern it and that's how I got into this field.

>> Thank you Tripti.

And over to Marita.

>> Marita. Okay, Naela, if this is a field I have never been paid a nickel for working in it. When I was working, I was working in libraries, and the first time I ever saw any digital download thing it was through something called an acoustic coupler. Does anybody ever seen one of those? All right. Yeah, it was a telephone. You stuck it on a thing that has a couple of like earmuffs and you dialed the right numbers and your research was downloaded on paper, okay? Yeah, but then I really got involved very deeply in this in 1994 when the Internet started to become public and the free net started to evolve. I had read Arnold Ryan Gald's virtual reality and I thought oh that's where all the interesting people are. So I started working with that. That was also like a big volunteer thing where people worked very hard to build up the free nets in the early days. People were dieing to get online even though there was nothing there. Hardly anything there, but it was just so exciting.

The thing about it is there's a lot of passion involved in getting -- when you get involved in a new technology that's really disruptive and you know it is, you know it's going to change everything and you want to be there at the beginning because you might just have a little

Windows to have a little voice in how that evolves and that's why I am still involved but that's why it was originally.

>> Thank you.

So in this -- today's -- the entire theme of the session here at NASIG is inclusion and accessibility. And this is why we're talking to you women as leaders in your fields and ones that have had to deal with inclusion issues and accessibility and advocating for yourselves.

So as the leader in your field, I guess my question is what challenges have you had getting into this and really knowing you it's probably a challenge that you turned into an opportunity but can you share with us challenges you've had or areas that you've had in thisd working in this area, in this field?

Start with you again, Kathy.

>> Sure. Challenges in the field. Well, the first one was when I started going into upper level computer science classes and there was only one woman in the room, one other woman and sometimes I was the only woman in the room and I see heads nodding.

And I'm amazed and shocked and saddened that that is still the case: It shouldn't be but it is. So that was the first thing and I think we're going to have later questions where I talk about the women I met who changed but where he should wait on that, right?

Let's do it now?

>> Lets do it later.

>> And then it -- I think are -- go ahead.

>> Tripti: So unlike Kathy, I believe it or not went to an all women's college. So -- and almost my entire middle school and high school was all women. So so the classroom belonged to me. I was surrounded by women. However, I had exactly the same experience Kathy had when I went to graduate school at Maryland and I walk into the classroom and I'm the only woman. And, wait a minute, something feels wrong here. What's wrong with this picture. To add insult to injury, professor Watson looks at his roster, looks around the room, looks at me and says are you in the right class? And I said -- I asked him if he could read off the roster and I said that's me.

[LAUGHTER]

I'm in the right class. It's incidents like that and 30 years ago -- well, there were computer science majors because I went to Smith college Massachusetts, but there's still a problem today. There just aren't enough women in this field and would he have got to change that. So sadly there was a big push 30 years ago. There still needs to be a push that hasn't changed that much.

>> Marita: I'm bringing to bring in the case as a working mother with a job and trying to do a whole bunch of stuff off the side of my desk it was always a time issue and as women always taking on all the jobs doing the great multitasks stuff that we do, yeah, you do get pretty exhausted and stressed out by the lack of time to do the things that you really feel you want to do.

>> Moderator: And always feeling like you're not giving your 150 percent. And when it's your family, that's really terrible, the guilt.

But Tripti, you led me into my next question which I'm going to direct to you which is about change in organizations because you're right, things have not changed very quickly. Not much.

It is easy for us as women advocate for yourself, negotiate for yourself, don't take the job, that you know, isn't what you think is your worth. That's all good and well, right, that's good advice. But I think there is a responsibility that's directly on organizations to also make a change. Changes are going to happen if organizations make them happen. So don't put the problem back on us, right? We'll advocate for ourselves. So with that change I want to jump into some of the statistics that I was -- as I was preparing these questions. These numbers apply to U.S. market so I didn't have time to research everybody but the numbers are pretty appalling really in terms of for example as women in organizations first promoted into that first step of being managers make it to that first step of managers and numbers are even lower for women in the tech field. That first step of going to manager, if less women are going up, then the pipeline only shrinks even more and more as you go up that stack, that managerial stack now the data stack. It's very obvious why at the top you have very little women to promote from right because the pipe lane has been empty from the beginning. How do we get around that, start making changes in organizations to make sure that women are promoted and are given that opportunity that others are afforded so that the pipeline is fuller as you get higher in the managerial staff?

>> So thank you for the question. That is indeed a problem. Just to let you know in my day job I just filled up an empty position, a senior position and I was very anxious to hire a woman and all the applicants were men and we tried. The first search failed. Tried the

second. In the end I had a very qualified man. The problem is the dearth of women in the field. There really is. And how do we overcome that problem? So I think it really starts with early childhood to be honest with you. I think you have to go down to early, you know, kindergarten, elementary school, middle school. Girls need to be encouraged to study, you know, the sciences and math. I was encouraged from childhood on. I mean I come from an academic family so I had no such barriers but when I run into other women in fields I hear stories and I have been on National Science Foundation you know meetings where women have shared their stories of middle school incidences that were discouraging women from going into these fields. So I think we really need to start there. That's where it really starts and you create an even playing field and, you know, and then open up opportunities but we are where we are. How do we promote when you're in the workforce. I noticed that men because you've dominated the workforce for centuries now have developed a very strong network and men are very supportive of each other. But you also support each other. Women are still a few decades behind. So I think we have to work very hard to get where we are and you tend not to support other women. I've seen that a lot and that has to change. We have to now support each other and promote each other and that's one aspect of it. There's another which is you have to be very conscience in how you look for women. For example as you all know we're looking for the next ICANN CEO. So when I constructed the search committee, if you looked at it it's 50 percent women and that was something that was very important to me. Because when you bring candidates in, one when the candidate interviews he or she wants to see someone who looks like them and I have been on many many interviews where it's mostly men I walk in the rooms with mostly men. So it becomes a more calming environment for an individual to interview when it's a man and he says -- sees 50 percent of the committees men it makes it easier, right? That's one thing. And then you make a conscience effort to go out there and dig deeper and bring women into the fold. There's just many cylinders you need to fire on to make it more equitable.

>> Moderator: Absolutely. Yes. And I want to say I had the privilege of working with Tripti when she was the cochair of the root service system advisory committee and sadly it is no joke that there were many times -- I was the liaison from ICANN IANNA department to RSAC and there were many times I attended meeting of RSAC and Tripti was literally the only woman on there on that committee and sadly it hasn't changed much, but I think it's becoming very very obvious that, yeah, things need to change.

Great. Thank you.

So then that leads us to our next question, which is directed at Kathy who worked on something called the ENIAC, right? Is that how you refer to?

So your project showed that women have been there all along. It's not new that women, you know, are now coming into the workforce, that we were, you know, doing other things and now coming in. We have been there for years for decades. But we weren't getting the recognition that we need to. So first I'd like you to please tell us a little bit about the ENIAC project so the audience is aware of it and then a little bit of advice on how we as women make change in organizations to make sure we're included, we're part of the decisions, we're part of the structure of an organization that makes an organization -- is that not working? Absolutely.

>> Kathy: It's a good question and it just so happens because we had books outside I brought posters so I can tell the story with some pictures. Which is when I took my computer science class I wanted to know if there were women in computing especially when I walked into the upper level rooms like my C course and there were almost no one. So of course we know about Ada and Grace hopper but that's it. One woman in the 19th century. That's one woman a century. I mean that's continuing the old story. I found these pictures of ENIAC, electronic integrator and computer, world's first all electronic general purpose programmable computer. Who's heard about it here, the ENIAC? We study it in history. 8 feet tall, 80 feet tall, black steel. We know about Bletchley Park now because it was secret and break -- that's the UK and they broke the enigma code with the colossus machine and Allen touring -- who saw the imitation game? Lots of people here. So Kiera nightly, I just want you to know, she represents four to 6,000 women that were at Bletchley -- she's brilliant but I think there should have been a few more women in that film. This was the secret U.S. army project in Philadelphia. And so when I found these pictures, I was like, huh, there seemed to be women in them. Right? And the men were in the captions and the women weren't. I'm like M, okay. And I was kind of told the women were models. Mm. So I went looking farther -- further. This is also a picture of ENIAC. We've got two women very clearly in the pictures. And I'd like to introduce you to Gene Jengs Bardik and Fran Balis Spence, two of the original six programmers, all of the original programmers of the ENIAC were young women. All six of them were young women recruited by the army to calculate ballistics trajectories, the path of the shell from the time it leaves the muzzle of a big cannon, a big piece of artillery until it hits the target. We went all the way across the country. Gene comes from a farm in Missouri. Fran was in Philadelphia already and they all come to Philadelphia and selected from a group of about 100 women calculating these trajectories and to program ENIAC because that was the program. They were the subject matter experts. To why they were dismissed as models for decades and decades is another story. It's written about in the book and I won't talk about it too much, but I got to know four of the original 6 ENIAC programmers. They were my role models. So that's why I love -- I'm not pushing the book. There are just six



wonderful pictures of these women and four of the six talked to me, they were in their eighties and they said, of course women belong in the field. Of course we belong. So stay and do. And when I called them when we were founding ICANN, when we were holding the first ICANN meetings I walked in the room and it was mostly men. We're not bashing you guys. We like you. You have always been nice and wonderful and warm but still, you know, you look to the left and you look to the right and they're like especially Gene again from the farm in Missouri, she'd be like give them hell Kathy, go in and do what you have to do. So I had these mentors, you've got these mentors and role models. How do we change things? We do it together. It's not just as you said it's not just a women's job, it's a man's job too. I was just at the computer history museum talking about the story and the last question was from a young man who said how do we improve the workforce so that women feel more welcome? And I'm like that is the question. And everyone probably has a different answer to it bullet key is -- I mean I've worked with so many of the men in this room as well as the women. The key is to make everyone feel as warm and comfortable and argue equally with everybody, right, Jonathan? We've argued for years. And then gone out and had a drink. So make everyone in the room feel comfortable, introduce yourself to the strangers and absolutely go and promote everyone you can and promote not just women, people of color are facing even more discrimination in the tech field. So go -- look harder than just what's on the top of the stack. Thanks.

>> Moderator: Thank you. Excellent. Go ahead, were were.

>> If I could just add one thing to what Kathy said, the reason I got to where I got to in the end is because men promoted me. So men played a strong role and don't give up on the humanity of individuals because eventually when you stay the course, when you present your skillset, your capabilities, people recognize it they do no matter what your gender. So, yes, they do. And you can argue that, well, men were there. Who else was there but men in the room, right? So I got promoted. But regardless I have met some amazing men who are very, very supportive of women. So people do recognize that. So don't give up on that fate and that hope.

>> Thank you. That's really well said.

>> Marita. And I'd just like to say we kind of -- we don't usually think about this as a collective responsibility in the public policy area. It's not just about men and women. It's because the system has become calcified in many ways and it's really hard to break out of a calcified system. When I was working and making decisions in a support role and supervising people, there wasn't really any way to breakthrough that until there was a government affirmative action program that made every organization do an audit on its

staff. And find out what these people did. And everybody got points on what they did. Well, that's how I broke the glass ceiling. It wasn't because it was a male decision. It was a public policy that said we have to fix this. We know it's happening. So sometimes it happens that way too. I know it's unusual. It's Canada. Sometimes we get socialist government. Sorry. That's what happened.

>> moderator: Whatever it takes. And actually someone -- I'm originally pal constituentian. It's not -- this is not something that you take for granted that governments do make those conscience decisions, right? There are governments where that's not necessarily a priority in their agenda. So something very appreciated. Sure.

I'll keep going with my questions but I promise there will be time for questions from you guys at the end that I'll make sure we keep time for.

Tripti, back to you, because I think you mentioned a little bit about going up the managerial stack is how you referred to it. So I want to go talk a little bit about breaking what we refer to as the glass ceiling. But not just the glass ceiling through corporations. I think around the world there's many glass ceilings that we all have to face. Especially as you mentioned minority women. In parts of the world there's women still have difficulty getting access to finance, to loans, to launch their businesses. Other places including myself, women still have issues with inheritance, rights to inheritance from the families. You're certainly one that broke a lot of those glass ceilings. You've gone up the managerial stack in your organization and you've served on many boards as chair of the board and other organizations. What advice do you have for us in terms of how to get to that level and as women find themselves being challenged by this, what words of wisdom can you refer to that issue?

>> So I don't know if this is a stroke of luck or happenstance, but I picked a field that I really truly like. So first, whatever you pursue in life, make sure you somewhere a passion for it. And be authentic. And I'm an extremely hard working person. And work hard and stay the course and you know, I always say this, you're going to have bumps and bruises along the way but don't let that hold you back and keep at it and have a lot of faith in people around you because people do ultimately recognize capabilities when they see it and help others along the way. There's one thing my late father taught me which is -- he said if you fail at something, throw that behind you don't think about it because that failure oftentimes will hold you back. If you're successful put that behind you as well because that too could hold you back. It could go to your head and you can kind of relax on your Laurels, you know. So whatever happened yesterday happened, learn from it, enjoy the moment, if it's a good one. Move on to your next challenge. So just focus on what comes next and, you know,

just stay the course. And be ready. You're going to have, you know, difficult moments ahead of you. Everyone does. There's no other secret to it. That's just the way I broke the ceiling. You just keep at it and build relationships along the way.

>> Moderator: Maybe I can also ask a follow-up to that. Are you encouraged by what you're seeing? Do you think there's enough change in advancement of women that's happening? Do you think organizations are getting there? Are you hopeful?

>> Well, and it's funny, Vint and I were talking recently and he said the age of the matriarchs because Doreen at the helm of the ITU and you've got me as chair of ICANN board and Sally as interim CEO, it's like it's nice to see so many women. I think it is changing, yes. The more women faces that you see will bring about change.

Go ahead hair Marita.

>> When you ran for the Canadian registration authority, .CA domain people, one of my platforms was there have to be more women on this board. That was 2020. Now there are already more than half of the board is women. That is really changing and changed very quickly because it became a policy thing. People became aware of it and people who were in a position to like in my case elect, they agreed, there had to be more women and now working towards getting more minorities on the board. I mean, it's a process. It's happening. Not instant but happening.

>> Moderator: That's good because that feeds into the question I wanted to ask you specifically is are you encouraged by what you're seeing in the Internet governance area that we both work in, are you encouraged by what you're seeing.

>> Marita: With respect to women or --

>> Moderator: Yes with respect to women and inclusion, yes.

>> Marita. There are a lot of women involved in the multistakeholder system here and I think that's wonderful. You see, like we have been saying many years ago, you didn't see that much and so, yeah, but what I was really encouraged by -- it's actually a policy. There has to be diversity, gender diversity and all the other kinds of diversities have to be reflected. Well, you didn't used to see that sort of thing and it's right interest and working towards that but yes it is encouraging.

>> Moderator: I was working on a panel for ICANN's 77th meeting next week and we were naming people we wanted on the panel and one of the organizers jumped up and said this is a -- this is not a panel so let's work a little bit on diversity and I was really -- it was really

nice to see and a good reminder that it's no longer you have to put other considerations, right? It's no longer just the best man for the job. We are always focusing on the best panelists but we do have -- it's no longer injuries -- same old is not going to work anymore. Thankfully.

Cath three, Tripti took us down the stem field and I want to talk a little bit about that because I think you're in that space and sadly we're still seeing few women going into stem jobs so for example according to the numbers I was looking at, in engineering women's shares have increased up only slightly from 12 percent in 1990 to 15 percent today and share of women in computer occupations was even went down during this period. In 1992, 30 percent of workers in computer occupations 30 percent, today it's only 25 percent and that percentage hasn't changed since 2016. What tuning should be done to encourage more women to go into these fields and what resources could women turn to for guidance to help them that you have success in these stem fields.

>> Kathy: Great. You've got the statistics and they sound difficult. I'm going to raise some good news: So with the book I have been all over the United States and I look forward to hearing what's happening in your countries on this. But I have been all over the United States and the stem program is strong: We're working hard at every level when it's kindergarten through -- seventh grade which is the beginning of our middle school high school, seventh grade to eighth and ninth grade and then into high school and college and I'm working on graduate programs making sure kids come into the Ph.D. and law programs so wuf women, people of color and Internet polls policies we were talking about. Enormous amount of money. That's been a theme throughout today is that where there's money, incentives, money for people with great ideas, they're great projects. There are lots of projects for people with really good ideas to share them. So I was at a stem teachers fair in Massachusetts and it was teachers sharing ideas with others, programs that really excited their kids are students in different areas of stem. I went to the computer science teachers association regional meeting and talked to the teachers and gave them the history which they will now put into their classrooms as well. They thought it was very inspirational and their students would be inspirational. We have to find more ways to share programs. We have something called see us for all and NC width, national council for women in technology but we just need much more involvement. As Tripti we have to start early and frankly I think it's starting with games. I got to raise two children while doing all this crazy work and we tried to make science and technology fun and tried to make it as interesting as possible but my daughter came home in middle school and said Mom I can't do math or computer science and I'm like hmm where did she get that. This is somebody who met the ENIAC programmers and it's coming in from peers, the media, you know, a lot

of money has been spent to try to figure what went wrong. But our answer was interesting. A few weeks later she asked for a new computer. What do you need that for? She's like games. I'm like hmm. And I thought about it and I'm like you can have a new computer if you build it. And her stepfather, who should raise his hand, Mark Massey and my daughter built a computer together and I never again heard a problem about I can't do computer science. I heard mom hasn't built a computer yet.

>> Moderator: Mom, get to it. That's wosm. That's really great.

All right. I'm conscience of time. So I want to go to one more question, Tripti. This is -- again, our theme here is inclusion as NASIG. And I think you've touched on this a little bit before about women and helping other women and being good mentors of other women. And the data and research we look at says that women do take the time to be more mentoring and helping of other women in the workplace and taking them on as trainees and answer questions from fellow women because they're interested in seeing them advance but at the same time sometimes that in-house ITers women advancement themselves because now they're taking time out of their busy -- you know, away from work to help others and be kind. How do you deal with that in the organization, to make sure that women continue to give, women and men continue to give time and effort to DEI without it being looked at as here comes Tripti with her DEI agenda, you know, that it's taking time away from actual work or the perception that it's taking time away from actual work?

>> Tripti: You know, I don't know any other way to do it, I'll be honest. We just have to set aside the time and make an effort to do it and just at a very good point that Kathy just made and to expand on a little bit, but stereotypes. You know, we need to change the way society looks at women. For example, I'll tell what you really irritates me is when I watch TV commercials. And when it's laundry detergent or soap, who's show casing it? A woman. It's always -- we've got to change that. Little girls are watching television and that's what they see in their future, right? As I move -- I always joke about how you have watch these sitcoms and who's the doctor? It's always the nerdy Indian doctor, right? The way we portray people, we're always stair typing people. Let's break out of that model, you know, right? Sorry -- so that's one thing I just wanted to comment on. But I'm not sure which -- what other way to do it. You have to set aside time. And I'm -- the irony is right now I'm -- the diversity officer for my unit at the university, I make time to do it and I just don't.

Taking time away but how else would you do it? And you have to integrate it into your workplace.

>> Moderator: Fair enough. And I can say -- sorry, go ahead, Kathy, you want to add to that? And Marita?

Yeah, did you want to add anything to it Kathy? No, totally agree with you Tripti. And I have to say I have been one of those people that were only -- that took advantage of the fact that Tripti was always willing to share her professional experience and her opinions and really I've never seen her not give us time when we needed it. So definitely somebody who practices what she says.

This audience has been very active with questions. So I'm going to give each one of you about a minute and a half to give us advice to other women and how to what advice would you give to other women to make sure inclusion is a priority for them for the organizations, what things they should be working on to make the future better for us and generations to come. So give each one of you about a minute to answer that and then I'm going to go to the audience.

Marita, let's start with you.

>> Marita. It depends on the context you're in. You have to find the places in the context you're in. You can do that if giving advice is really -- I can't give specific advice on that. Everybody can find a place where they can help with these kind of things. As I said when I went around for the board of directors, you know, that was one of my platforms. So that was one place where I could do something but that kind of opportunity doesn't arise very often. So whatever you can do in your place, that's what I'd say.

>> Tripti: What advice would I give to women? The advice I give is work hard, stay the course, support each other and don't treat men any differently either. Don't -- that's another piece of advice I'd like to give is they're not necessarily -- men are not necessarily evil or bad or anything. It's just the way our -- the world evolved is where we are. And to undo that, make it evolve further, you just need to put in the extra effort to integrate women into the workforce, be supportive, hold the door open for others, you know. Those are my words.

>> Moderator: Thank you.

>> Kathy: I'll be brief as well because I feel a lot of questions in the room and not just questions but also statements and experiences that people want to share, but both to women and to men, very similar, walk into the room, know that you belong there. Know that there is a history of all of us in computer science, whether you have been taught it or not. We're all will. The pictures don't lie. We were all there. The first teams were women

and men. My next woke will be telling the story of UNIVAC, first commercial computer that launched the commercial computer industry. African-American engineers, women engineers, Jewish engineers. It was a time of racism, sexism, anti-Semitism in the United States in the 1950s and yet all these amazing people came together. So you belong in the room. Know you belong in the room. Walk into it like you have every right to be there. Do yourself a favor and help others. Listen for the quiet voices in the room. It's not just women. It's often people from other cultures, people who are speaking English as a second, third, or fifth language. Help them communicate, and they will return the favor. You will be building your networks because there are a lot of people in these rooms. We're international and they all want to speak but sometimes they need an invitation and sometimes in their cultures they need an invitation. So call on them even if they're the quiet people in the room. I just did that with a student, Ph.D. student from China and it turns out if I called on him he would answer but wouldn't raise his hand. Do your research, do it three times, four times because if you feel -- it will make you feel better when you walk in the room and it will make you sound like the expert that you are and -- oh, and I was going to say, if you want to vet something, if you want to check out, sometimes you want to check out your ideas and new areas, new ideas are a little hard. You may put together a team of people who have different views than you do and run it by them and practice. And also practice public speaking. That's one of the best skills I know in this area, being able to say something in two or three minutes which I might not have done here is really good skill. So that.

>> Thank you very much. Really excellent advice. From everyone.

[APPLAUSE]

>> Thank you, Panel, it's been great.

I know this audience has a lot of comments probably to make. Questions. So-so we'll go to the audience and you're helping us with the mic. So thank you.

Questions. I see a hand. Let's start from the closest over there with Dr. Cogburn and then down the circle to the other end and back here.

>> Thanks, Thomas. You didn't have to start with me.

>> Moderator: You're our host. Thank you very much for making this happen.

>> We're so excited about this, just delighted to have everyone here and the conversation has been just speck tacker and I'm looking forward to tomorrow as well. And Eduardo is on my bad list because he assigned me the task of summarizing these two days and after

just one day I'm not sure I can do it but I'm going to try Eduardo. So this has been such a great panel I wasn't going to make this comment but this has been such a great comment that I feel like I can make this comment and you've alluded to it as well. For me one of the things I find particularly challenging is that as we focus on all of these wonderful strategies that we've talked about to get women involved, I see so much prog with getting women involved in where I still see so much profound disappointment in lack of participation is amongst particularly African-Americans. So if you look around the room and see how many women are in the room you're encouraged, right? Look around the room and see how many African-Americans are in the room. Think about every room you'll be in next week and how many African-Americans are in those rooms. When you go to ICANN, when you go to not ICANN -- IGF, all of those rooms, the number of African-Americans is just very very small, men or women. And to me I just don't know what additional strategies we need to pursue to address that. All of the strategies you talked about could be used for African-Americans as well and I know several of you mentioned that but it's just a real concern of mine as we promote the inclusion and participation strategies not to for get that very specific group. And there are other specific groups but that's a very specific group I hope we would continue to look for.

>> Thank you, Derrick.

Very well said. Anyone wants to comment on this? I think that's a very good statement.

Go ahead.

>> Marita. In my lifetime I have found that affirmative action programs have not been popular among people but they have worked and they particularly focused on women, you know, in the past years and then I think we need to do more focus as you say on African-Americans, indigenous people. We're talking about now. So there's more work to do. We've only done a part of the work, but we're -- yeah, we're only human, right?

>> Moderator: Going to go down that semicircle and circle back.

>> Thank you all the speakers. My name's Sriti. I'm from Nepal. Quite interesting to hear women leaders like this but coming down from Nepal it is like you know when you talk about things as rightly said by Tripti, you know, the stereotype thinking has been especially a problem in Asia Pacific. Women are given education but it's the mentality where they are told these works are supposed to be done by men and these are not supposed to be done by women. That is what is hindering it all. And apart from that whether we looked at I have been ineninclusive education gauged with APG and a lot of times the women participation is very less and we try to promote them, but at the end of the day it is the fact



that, you know, women are coming and we have to from our level, from our societies from our backgrounds we have to treat women, we have to treat our daughters equally. We have to teach them the value of equality. That is what lacking. That is where, you know, you look at all these forums, even the smallest idea of inclusion, representation has a challenge in terms of whether we are going about the matrix, whether we are going back things like this come up, the values are important, we have to treat people equally. I've worked as a -- in a software company and I hired more women than men? Why? I tell you, men, they go out, take the group, smoke out, they are like that. Women they are more sincere. That is a reality. They focus, they work. They do go sit but it is not like men. Men go more frequently out for the smoke break and stuff like that. So I'm a strong supporter. I have my daughter as well. When she was there I was like hell scared. Do you know why? I was hell scared because if there is a son I could beat him with a girl I can't. And then when she touched me, I cried like a baby. And I want to say I've daughter she's going to be my son and she's going to make me proud. I know that.

>> Moderator: Excellent statement.

Thank you.

I'm going to go down here to Jonathan.

>> Thank you. I know in the end it's a human problem but as an engineer my first impulse is to dehumanize it so I apologize in advance. Every system has a built in bias where you tram work which you break advertise. People are used to a particular bias in the system the way to correct it is to create the opposite bias of the system. In other words, as you say I'm going to make this panel of CEO selection committee be half and half even though it meant I had to dig much deeper in order to do that. Whoever previously benefited from the bias, even if they believe in bias believes the next version should be perfect. In other words it should all be absolutely fair and don't create a new bias. It's fear of the pendulum or something like that I guess is the way I would think about it and I feel like that's one of the biggest challenges is that any time kind of make an overt effort to bring things to equal it requires a form of inequality in the near term to accomplish it and I think that can create push back and fear on the part in this case men but whichever parties are were the beneficiaries beforehand.

>> This is why I said Jonathan affirmative action was not a popular program. A lot of push back, yeah, I know and reasonably so. Understandably. But it worked, you know. Yeah, it hurts.

>> Jonathan I would say that's what's called evolution. You have winners and losers.

>> Moderator: You want to give it to Ron and then back to you.

Go ahead, Ron.

>> Thanks. I think related to the topic we just talked about about the prioritization. There's always that -- just trying to project a little bit and imagine you're all very successful so I'm going to commend you for that and there's got to be this temptation people look at you and you're only successful because you're a woman, right? And I know that's not true knowing each of you but how do you internally address that, does somebody address that because I'm a woman and I got some special preferential treatment or more importantly women maybe earlier in their career and struggling with that dynamic of well I don't want to just be advanced because I happen to be a woman. I want to be advanced because I'm really good at what I do. How do you manage that dynamic? How have you managed it and what would you say to other women in the room and how do they manage that going forward?

>> Tripti: Honestly I don't think about it. I can be worried about it.

>> Kathy: There was a group of technical people, kids in their 20s and thirties, and there was a group of older men, intellectual property attorneys in their blue and black cyst and their gold cuff links and in two different rooms and I was the only one who spoke both languages. And my job was to bang head together, particularly talking to the lawyers much older than me and generally I was pregnant at the time and they just looked at me the lawyers had to talk to the young technologies and understand what was going on or wouldn't be able to create policy and law that made any sense.

No armive action. Thanks.

>> Moderator.

>> Marita. Naeli had a question and you haven't picked it up. It's called the imposter syndrome. I've experienced exactly what you said and also felt like am I an imposter because I'm a woman, you know, and maybe people shouldn't think I should be here. Just have to push through it, that's all.

>> Moderator: Also honestly the more I thought about this, if they think I don't belong that's their problem.

I think we had a question from this gentleman.

Yeah.

>> Hello, my name is Raymond. I'm part of the Ghana school on Internet governance fellowship. One challenge that I have noticed for the ladies in participating in the IG program when I interact with them most of them say I don't have an IT background so I don't see how I can engage effectively. Fortunately all of you have IT background. So it supports what the -- what would be your advice to such people who say I don't have IT background so I wouldn't be very effective in the system. How would you encourage them to engage.

>> I don't have an IT background so is there's a lot of other work to do. You do have to learn the language. You do have to know how to speak to people. You do have to do your home work and learn what's being talked about but I have found it perfectly possible to work in this particular environment for many years without an IT background. So it can be done. You don't absolutely have to do it.

>> Thank you. Did you want to add to that, Tripti?

Kathy.

>> First encourage them. Everybody's a user now and there's so much online they can learn and so many online courses. But also what we were talking about raise your daughters and sons to pursue stem. I found historically unfortunately that many of the women in computer science had a parent who was in computing. My father was an electrical engineer. This is not -- for many years it used to be that lawyers raise lawyers and doctors raise doctors and now computer scientists and engineers raise computer scientists and engineers. There is so much need now in computing and medicine and in law. You shouldn't have to have a parent for you to open the door so we have to open the door and just encourage lots of people to go in so they have the backgrounds and they have the jobs. They're jobs out there. Enormous and the jobs are going and so everyone should be able to fill these. It's a good question.

>> Thank you Kathy. We are running out of time? No, you're on?

>> Naela, over here I just wanted to make a point.

>> Moderator: Go ahead Alfredo.

>> For those of you who don't know me, I'm Alfredo. For the past five or six years with Eduardo, we were the founders or are the founders of the North American school of Internet governance and we manage it and I just wanted to make the point to Raymond I don't have an IT background. I'm a chemist. I'm a cofounder of the school of Internet governance and I don't have a background in IT. I'm learning as we go forward and I'm

building these programs specifically because I want people to learn and I'm learning with you guys. Every session that we have I'm learning and I want other people to learn the same people I'm learning together. So let's try and this is a proposal that I have for all the am inhere. Let's build a program where we integrate women into the program, like this session. This is teaching and learning by example. So let's do that, okay?

>> Thank you Alfredo. Thank you.

>> If I could just at one point to that.

>> Moderator. Go ahead.

>> So we used to talk a lot about pipelines and pipelines into stem disciplines. And if you think about pipelines that sort of suggests that you have to be there at the beginning to get into that pipeline in order to come out the other side but the National Science Foundation and others are now talking about pathways because now there are multiple ways to get there and mar's last comment you still have to know these things and Kathy was saying there's so much content that you can learn these things. You can learn how to program. You can learn about the technology. You can learn these things so you still have to have that knowledge base but there are now many ways to get there and not just a pipeline that you if you miss it at the beginning you're out.

>> Marita. Very good point. Thank you.

If everyone is okay with staying I know you guys are all busy, so yeah, please, go ahead.

>> This is Shau. I would like to say that things is going to be changed. Like in Asia, most of -  
- I would say specifically southeast Asia, they are a little bit shy to public places but day by day changing. For example, in APR possibility we are encouraging women, giving fellowship, 60 percent women and 40 percent trying to follow these rules as well. So what I feel last year in Singapore we did that joint program. So from my country, Bangladesh, one women selected but her family members is restricted to allow her outside the country. So raise or some things like that. Still in our country or developing country or poor countries. The family is thinking about their daughters, they could go outside independently move around. So I think if the family support comes from there then woman could go far away from their position as well. They are very much talented and have their capabilities and I seen that the women are more dynamic than men as well. So everyone in this panel have a very correct experience and very interesting. I think they would be very interested in their future life.

Thank you everyone.

>> Moderator: Thank you.

I really appreciate. Can I make a quick comment?

I appreciate all the questions that have been asked but thus far they have all been men. Where are my women?

>> Hi, my name's Nancy Chang. I'm from Seattle. I'm going to do a very juicy one on -- based off of what Cheryl said was that, you know, why those families don't want their daughters to leave is because they're afraid of their safety. And so I know -- I'm not in technology. I have been technology adjacent. I worked a lot at the City of Redmond and, you know, just immersed in technology but I think the issue is there's a lot of violence towards women and whether it's sexual harassment or seeing women as not as capable and knuckle dragging and insubordination and I think that those are big issues to have to ask men to raise, you know, the boys -- or I mean the whole community needs to raise boys in a way where they're respecting women and not seeing them as a threat but as part of a team to solve problems. I guess my question is have you experienced a type of violence and if you haven't seen it I guess what can companies be better at doing or is it a regulatory thing or is it just calling the cops but if people don't want to call the cops then it's just a problem that's going to continue to happen. So I said a lot of things so respond however you need.

There was a lot packed in there. I think there are multiple responses to that first what you were saying. It's there has to be a cultural change and those are very hard to change but it needs to happen. So you have to go deep into the culture and they have to recognize that, you know, it's time for them to evolve ask make it and even playing field and respect women as you were also saying, right? And when it comes to violence, there's a cultural component to it. And in the professional world, we address that with policy, right? Anti-harassment policy and so forth. And I would challenge every man in this room to go back and, you know, if you see it, stand up for women and, you know, look at every female you see as your sister, as your mother, as your grandmother. Once you put on that lens you'll treat women differently as your daughter, right? You wouldn't want your child to be treated that way. So that's -- you know, it's a complex nontrivial problem and it's worldwide.

>> Moderator. Okay, because Tripti invited women to speak I'm going to give the last word to Julianna.

>> Thank you very much. I feel super inspired when I see women like you here like giving the speech that inspire me and I guess it inspire other girls. I'm a young woman that works

in the Internet governor's environment and I feel -- there is some kind of gender equality concern in the events as well like EGF and that governance forum. They dare about gender equality during the panels. I was like in an event last week and they care about it as well in there. I mean, they've -- we talk about the right of reproduction, the right of our bodies and abortion and I guess we need to discuss these topics because we want to know about our bodies. We want to know about our sexuality and we want to know our place in companies as well because I'm a software developer and I know there is other software developer girls here and I remember like when I was -- in reading the profile of the mic kg leaks here I was super happy because I saw 60 percent of women there and people that can be my colleague here and can be a partner in the future because I really like the idea of having projects about feminism and about interconnection of like men and women working together to have a safe and healthy place so I'm happy about it.

>> Thank you, Julianna. I'm happy you're happy. Thank you.

Okay. I think we're really going to end now. We're ten minutes over time. Apologies to the organizers. But thank you deeply for putting this potting, for putting NASIG together and then calling for a specific panel for this to happen during NASIG. Thank you so much.

And really huge thanks to all the panelists. I know they're very busy. I know Kathy spent the whole day with us. I know Tripti's running a whole ICANN meeting. Marita is going to do a lot of stuff next week at large so thank you so much for giving us why your time this week. Thank you